

## MEMORANDUM OF AGREEMENT

AGREEMENT made this 18<sup>th</sup> day of March, 2015, between the BOARD OF EDUCATION OF THE HUNTINGTON UNION FREE SCHOOL DISTRICT (hereinafter "District") and the DISTRICT SCHOOL PRINCIPALS ASSOCIATION (hereinafter "Association"),

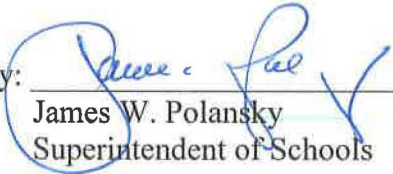
WHEREAS the District and Association are parties to a collective bargaining agreement which expires June 30, 2017;

NOW, THEREFORE, the parties agree as follows:


1. The DISTRICT hereby agrees to provide a special one-time incentive for retirements from the District and the State Teachers' Retirement System ("TRS") effective until June 30, 2015 only.
2. In order to qualify for this special retirement incentive:
  - a. an employee must be 55 years of age or older or be eligible to retire without penalty with TRS on or before June 30, 2015 and ineligible for the retirement incentive under the Association Collective Bargaining Agreement at Article XXVIII;
  - b. said employee must have at least ten (10) years of consecutive service with the District as of the date of retirement; and
  - c. an irrevocable letter of resignation and retirement must be provided to the Superintendent of Schools on or before March 24, 2015; and
  - d. the employee must actually and permanently retire from the District and the system effective June 30, 2015.
3. Eligible employees shall be entitled to a retirement incentive payment in an amount as calculated in Article XXVIII of the collective bargaining agreement between the parties, up to a maximum amount of \$50,000, in addition to other benefits said employee may be entitled to under the terms of the present collective bargaining agreement.
4. The incentive referred to at Paragraph 3 above shall be paid within thirty (30) days after the effective date of retirement for those administrators who qualify pursuant to Paragraph 2 above and deposited in the District's non-elective plan pursuant to Section 403(b) of the Internal Revenue Code.
5. The District's obligation pursuant to this Agreement shall sunset thirty (30) days after the close of business on June 30, 2015 and this provision shall be null and void thereafter.
6. Except as modified herein the CBA between the parties remains in full force and effect.


IN WITNESS WHEREOF, the parties hereto have set their hand and seals this 18th  
day of March, 2015.

HUNTINGTON UNION  
FREE SCHOOL DISTRICT

By:   
James W. Polansky  
Superintendent of Schools

DISTRICT SCHOOL  
PRINCIPALS ASSOCIATION

By:   
John Amato  
Co-President

By:   
Carmela Leonardi, Ph.D.  
Co-President

80-20-223740